Exhibit 25



Prepared Under Direction of the American Intellectual Property Law Association Law Practice Management Committee

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Report of the Economic Survey 2021

Prepared Under Direction of the American Intellectual Property Law Association Law Practice Management Committee

Arlene Neal, Chair

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Table of Contents

INTRODUCTION	1
DATA COLLECTION	1
CHANGES TO THE SURVEY	1
DESCRIPTION OF STATISTICS AND FORMATTING CONVENTIONS	2
RESPONDENT BACKGROUND	4
EFFECTS OF THE COVID-19 PANDEMIC	12
IP BUDGET FOR CORPORATE PRACTITIONERS	14
INCOME RECEIVED IN 2020 AND PROJECTED FOR 2021, BILLING RATES, AND BILLABLE HOURS	
SUMMARY OF SURVEY RESULTS BY PRACTICE TYPE	
SOLO PRACTITIONER	
PRIVATE FIRM, EQUITY PARTNER	
PRIVATE FIRM, PARTNER-TRACK	
PRIVATE FIRM, NON-PARTNER TRACK	
PRIVATE FIRM, OF COUNSEL	
HEAD OF CORPORATE IP DEPARTMENT	
CORPORATE IP DEPARTMENT, ATTORNEY	
PRIVATE FIRM, PATENT AGENT	
TYPICAL CHARGES FOR IP LAW SERVICES	42
TYPICAL TYPE OF FEE FOR IP LAW SERVICE CHARGES	53
TYPICAL COSTS OF LITIGATION	60
CHARACTERISTICS OF FIRMS	81
NUMBER AND TYPE OF ATTORNEYS	81
ASSOCIATE STARTING SALARY AND SUMMER MONTHLY PAY	87
PATENT AGENTS AND SUPPORT STAFF	
BILLING RATES AND PRACTICES.	
LIABILITY INSURANCE	
STATISTICAL TABLES	Appendix A
INDIVIDUAL DATA	• • •
FIRM DATA	
SURVEY INSTRUMENTS	Appendix B

STATISTICAL TABLES

INDIVIDUAL DATA

All Respondents	I-1
Background	
Work remotely before COVID-19 (Q3a and Q3b)	I-3
Work remotely post-COVID-19 (Q4a and Q4b)	I-6
Work full-time (Q5)	
Major field of academic study (Q11)	
Total Gross Income for 2020 from your primary practice (Q13a)	
Amount of year-end cash bonus (Q13b)	
Employer's 2020 contribution to 401(k)/403(b) retirement and savings plans (Q14)	
Expected total cash income for 2021 (Q15)	
Full-time IP lawyers and patent agents at all locations (Q19)	
Billable hours, Billing rate, Dollars billed (Q32, Q33, Q30)	
Billing rate change in 2020 due to COVID-19 (Q34)	I-14
How billing rate changed due to COVID-19 (Q35)	
Percentage of work billed at discounted hourly billing rate (Q36)	
Percentage of work billed under alternative fee arrangement (Q37)	
Percent of services in 2020 that were billed (or will be billed) by type of basis (Q31)	
Average hours per week spent on business development (Q38)	I-16
Solo Practitioner	1_17
Background Information	
Total Gross Income for 2020 from your primary practice (Q13a)	
Total Gross Income for 2020 by type of work (Q13a)	
Amount of year-end cash bonus (Q13b)	
Employer's 2020 contribution to 401(k)/403(b) retirement and savings plans (Q14)	
Expected total cash income for 2021 (Q15)	
Percent of time devoted to types of work, by Income Level (Q18)	
Percent of time devoted to IP areas, by Income Level (Q16)	
New priority US and PCT Patent applications prepared and filed in 2020 (Q20)	
Billable hours recorded in 2020 (Q32)	
Average hourly billing rate in 2020 (Q33)	
Percent of services in 2020 that were billed (or will be billed) by type of basis (Q31)	
Dollar amount billed for legal services performed in 2020 (Q30)	
Private Firm, Equity Partner	
Background Information	
Total Gross Income for 2020 from your primary practice (Q13a)	
Total Gross Income for 2020 by type of work (Q13a)	
Amount of year-end cash bonus (Q13b)	
Employer's 2020 contribution to 401(k)/403(b) retirement and savings plans (Q14)	
Expected total cash income for 2021 (Q15)	
Percent of time devoted to types of work, by Income Level (Q18)	
Percent of time devoted to IP areas, by Income Level (Q16)	
New priority US and PCT Patent applications prepared and filed in 2020 (Q20)	
Billable hours recorded in 2020 (Q32)	
Percent of services in 2020 that were billed (or will be billed) by type of basis (Q31)	
Dollar amount billed for legal services performed in 2020 (Q30)	
Dollar amount billed for legal services performed in 2020 (Q30)	1-33
Private Firm, Partner-Track Attorney	I-40
Background Information	I-40
Total Gross Income for 2020 from your primary practice (Q13a)	
Total Gross Income for 2020 by type of work (Q13a)	I-42
Amount of year-end cash bonus (Q13b)	
Employer's 2020 contribution to 401(k)/403(b) retirement and savings plans (Q14)	
Expected total cash income for 2021 (Q15)	
Percent of time devoted to types of work, by Income Level (Q18)	
Percent of time devoted to IP areas, by Income Level (Q16)	
New priority US and PCT Patent applications prepared and filed in 2020 (Q20)	I-46

For the first 10 years of experience, total gross income for 2020 (Q13a)	
Billable hours recorded in 2020 (Q32)	
Average hourly billing rate in 2020 (Q33)	
For the first 10 years of experience, billable hours recorded in 2020 (Q32)	
For the first 10 years of experience, average hourly billing rate in 2020 (Q33)	I-50
Percent of services in 2020 that were billed (or will be billed) by type of basis (Q31)	
Dollar amount billed for legal services performed in 2020 (Q30)	I-52
Private Firm, Non-Partner Track Attorney	I-53
Background Information	
Total Gross Income for 2020 from your primary practice (Q13a)	
Total Gross Income for 2020 by type of work (Q13a)	
Expected total cash income for 2021 (Q15)	
Percent of time devoted to types of work, by Income Level (Q18)	I-54
Percent of time devoted to IP areas, by Income Level (Q16)	I-54
New priority US and PCT Patent applications prepared and filed in 2020 (Q20)	
Billable hours recorded in 2020 (Q32)	I-55
Average hourly billing rate in 2020 (Q33)	I-55
Percent of services in 2020 that were billed (or will be billed) by type of basis (Q31)	I-56
Dollar amount billed for legal services performed in 2020 (Q30)	I-56
Private Firm, Of Counsel	1-57
Background Information	
Total Gross Income for 2020 from your primary practice (Q13a)	
Total Gross Income for 2020 by type of work (Q13a)	
Employer's 2020 contribution to 401(k)/403(b) retirement and savings plans (Q14)	
Expected total cash income for 2021 (Q15)	
Percent of time devoted to types of work, by Income Level (Q18)	
Percent of time devoted to IP areas, by Income Level (Q16)	I-60
New priority US and PCT Patent applications prepared and filed in 2020 (Q20)	I-60
Billable hours recorded in 2020 (Q32)	I-61
Average hourly billing rate in 2020 (Q33)	
Percent of services in 2020 that were billed (or will be billed) by type of basis (Q31)	
Dollar amount billed for legal services performed in 2020 (Q30)	I-64
Corporate IP Department, Head	I-65
Background Information	I-65
Total Gross Income for 2020 from your primary practice (Q13a)	
Total Gross Income for 2020 by type of work (Q13a)	I-66
Total Gross Income for 2020 by Number of Subordinates (Q13a)	I-67
Amount of year-end cash bonus (Q13b)	
Employer's 2020 contribution to 401(k)/403(b) retirement and savings plans (Q14)	I-68
Expected total cash income for 2021 (Q15)	
Percent of time devoted to types of work, by Income Level (Q18)	
Percent of time devoted to IP areas, by Income Level (Q16)	
New priority US and PCT Patent applications prepared and filed in 2020 (Q20)	
Direct and indirect reports (Q21)	
Percent of activities handled by in-house counsel other than liaison with outside counsel, by Income Level (Q22)	
Annual gross revenues for company for 2020 (Q23)	
Annual IP budget for company for 2020 (Q24)	
Corporate IP budget per full-time IP lawyer or agent in 2020 (Q24)	
Percent of IP budget used for US prosecution and non-US prosecution (Q25)	
Change in IP budget for company from 2019 to 2020 (Q26)	
Reasons for change in corporate budget (Q27)	
Technology focus of company or business unit (Q28)	
Percent of annual corporate IP budget devoted to types of work, by Technology Focus of Company (Q29)	
Corporate IP Department, Attorney	
Background	
Total Gross Income for 2020 from your primary practice (Q13a)	
TULAI GTUSS HILUHIE TUI ZUZU DY LYPE UT WULK (Q13d)	اه۱-۱

Total Gross Income for 2020 by Number of Subordinates (Q13a)	
Amount of year-end cash bonus (Q13b)	
Employer's 2020 contribution to 401(k)/403(b) retirement and savings plans (Q14)	I-82
Expected total cash income for 2021 (Q15)	
Percent of time devoted to types of work, by Income Level (Q18)	I-83
Percent of time devoted to IP areas, by Income Level (Q16)	
New priority US and PCT Patent applications prepared and filed in 2020 (Q20)	I-84
Direct and indirect reports (Q21)	
Technology focus of company or business unit (Q28)	I-85
Private Firm, Patent Agent	I-86
Background	
Total Gross Income for 2020 from your primary practice (Q13a)	
Total Gross Income for 2020 by type of work (Q13a)	I-87
Amount of year-end cash bonus (Q13b)	
Employer's 2020 contribution to 401(k)/403(b) retirement and savings plans (Q14)	
Expected total cash income for 2021 (Q15)	
Percent of time devoted to types of work, by Income Level (Q18)	
Percent of time devoted to IP areas, by Income Level (Q16)	
New priority US and PCT Patent applications prepared and filed in 2020 (Q20)	
Billable hours recorded in 2020 (Q32)	
Average hourly billing rate in 2020 (Q33)	
Percent of services in 2020 that were billed (or will be billed) by type of basis (Q31)	
Corporate IP Department, Patent Agent	I-91
Background	
Total Gross Income for 2020 from your primary practice (Q13a)	
Typical Charges	I-92
Trademarks by Location Trademarks Classification Analysis and Oninian (O30a)	1.00
Trademark Clearance Search, Analysis, and Opinion (Q39a)	
Trademark Registration Application (Preparation and Filing) (Q39b)	
Trademark Prosecution (Total, including amendments and interviews but not appeals) (Q39c)	
Trademark Statement of Use (Preparation and Filing) (Q39d)	
Trademark Appeal to the Board (Briefed and Argued) (Q39e)	
Trademark Section 8 and 15 Declaration (Preparation and Filing) (Q39f)	
Trademark Renewal Application (Preparation and Filing) (Q39g)	
Filing of Foreign Origin Trademark Registration Application Received Ready for Filing (Q39h)	
Filing for an International Trademark (Q39i)	
Preparing a UDRP Petition (Q39j)	
Responding to a UDRP Petition (Q39k)	
Freparing and Filling Assignments of Other Formal Documents (Q331)	1-33
Trademarks by Type of Practice	
Trademark Clearance Search, Analysis, and Opinion (Q39a)	
Trademark Registration Application (Preparation and Filing) (Q39b)	
Trademark Prosecution (Total, including amendments and interviews but not appeals) (Q39c)	
Trademark Statement of Use (Preparation and Filing) (Q39d)	
Trademark Appeal to the Board (Briefed and Argued) (Q39e)	
Trademark Section 8 and 15 Declaration (Preparation and Filing) (Q39f)	
Trademark Renewal Application (Preparation and Filing) (Q39g)	
Filing of Foreign Origin Trademark Registration Application Received Ready for Filing (Q39h)	
Filing for an International Trademark (Q39i)	
Preparing a UDRP Petition (Q39j)	
Responding to a UDRP Petition (Q39k)	
Preparing and Filing Assignments or Other Formal Documents (Q39I)	I-99
US Utility Patents by Location	
Original (not divisional, continuation, or CIP) non-provisional utility patent application on invention of minimal	
complexity (Preparation and Filing) (Q40a)	
Provisional Patent Application (Preparation and Filing) (Q40b)	
Original utility application, relatively complex hiotechnology/chemical (Preparation and Filing) (O40c)	I-100

Original utility application, relatively complex electrical/computer (Preparation and Filing) (Q40d)	I-101
Original utility application, relatively complex mechanical (Preparation and Filing) (Q40e)	
Patent application amendment/argument of minimal complexity (Preparation and Filing) (Q40f)	I-101
Patent application amendment/argument, relatively complex, biotechnology/chemical	
(Preparation and Filing) (Q40g)	
Patent application amendment/argument, relatively complex, electrical/computer (Preparation and Filing) (Q40h)	
Patent application amendment/argument, relatively complex, mechanical (Preparation and Filing) (Q40i)	
Appeal to Board in utility patent application without oral argument (Q40j)	
Appeal to Board in utility patent application with oral argument (Q40k)	
Issuing an allowed application (All post-allowance activity) (Q40I)	
Ex parte re-exam (Q40m)	
Paying a Maintenance Fee (Q40n)	
Utility Patent Novelty Search, Analysis, and Opinion (Q40o)	
Validity/Invalidity Only Opinion, per patent (Q40p)	
Infringement/Non-Infringement Only Opinion, per patent (Q40q)	
Combination Validity and Infringement, per patent (Q40r)	
Preparing and filing Information Disclosure Statement (IDS), less than 50 references (Q40s)	
Preparing and filing Information Disclosure Statement (IDS), more than 50 references (Q40t)	
Reference management (typical portfolio size) (Q40u)	
Formalities, including preparing and filing formal declarations, assignments, and powers of attorney, responding to	1-107
pre-examination notices, and preparing papers to make corrections (Q40w)	I_107
Preparing and filing formal drawings (Q40x)	
Preparing and ming formal drawings (Q40x)	
Providing a continuation recommendation (including proposed claim strategy) (Q40z)	
Troviding a continuation recommendation (modaling proposed claim strategy) (Q 102)	
US Utility Patents by Type of Practice	
Original (not divisional, continuation, or CIP) non-provisional utility patent application on invention of minimal	
complexity (Preparation and Filing) (Q40a)	I-109
Provisional Patent Application (Preparation and Filing) (Q40b)	I-109
Original utility application, relatively complex biotechnology/chemical (Preparation and Filing) (Q40c)	I-109
Original utility application, relatively complex electrical/computer (Preparation and Filing) (Q40d)	I-110
Original utility application, relatively complex mechanical (Preparation and Filing) (Q40e)	I-110
Patent application amendment/argument of minimal complexity (Preparation and Filing) (Q40f)	I-110
Patent application amendment/argument, relatively complex, biotechnology/chemical	
(Preparation and Filing) (Q40g)	
Patent application amendment/argument, relatively complex, electrical/computer (Preparation and Filing) (Q40h)	
Patent application amendment/argument, relatively complex, mechanical (Preparation and Filing) (Q40i)	
Appeal to Board in utility patent application without oral argument (Q40j)	
Appeal to Board in utility patent application with oral argument (Q40k)	
Issuing an allowed application (All post-allowance activity) (Q40I)	
Ex parte re-exam (Q40m)	
Paying a Maintenance Fee (Q40n)	
Utility Patent Novelty Search, Analysis, and Opinion (Q40o)	
Validity/Invalidity Only Opinion, per patent (Q40p)	
Infringement/Non-Infringement Only Opinion, per patent (Q40q)	
Combination Validity and Infringement, per patent (Q40r)	
Preparing and filing Information Disclosure Statement (IDS), less than 50 references (Q40s)	
Preparing and filing Information Disclosure Statement (IDS), more than 50 references (Q40t)	
Reference management (typical portfolio size) (Q40u)	
Patent Term Adjustment calculation (Q40v)	1-110
pre-examination notices, and preparing papers to make corrections (Q40w)	1 116
Preparing and filing formal drawings (Q40x)	
Preparing and minig formal drawings (Q40x)	
Providing a continuation recommendation (including proposed claim strategy) (Q40z)	
Troviding a continuation recommendation (including proposed claim strategy) (Q402)	1711/
US Utility Patents of Foreign Origin by Location	
Filing foreign origin utility patent application in USPTO, received ready for filing with formal papers,	
assignment, and priority documents (Q41a)	I-118
Filing non-PCT patent application abroad (per country, not including associate or government fees) (Q41b)	
Filing previously prepared US patent application as PCT application in US Receiving Office (Q41c)	

Entering National Stage in US Receiving Office from foreign origin PCT application (Q41d)	. I-119
Entering National Stage in each foreign Receiving Office from US origin PCT application (Q41e)	
Paying an annuity or maintenance fee (Q41f)	. I-119
Patent application amendment/argument of minimal complexity, where foreign counsel or the client	
provides detailed response instructions (Preparation and Filing) (Q41g)	. I-120
Patent application amendment/argument, relatively complex, biotechnology/chemical, where foreign	
counsel or the client provides detailed response instructions (Preparation and Filing) (Q41h)	I-120
Patent application amendment/argument, relatively complex, electrical computer, where foreign counsel	1.404
or the client provides detailed response instructions (Preparation and Filing) (Q41i)	. I-121
Patent application amendment/argument, relatively complex, mechanical, where foreign counsel or the client provides detailed response instructions (Preparation and Filing) (Q41j)	1 12
the chefit provides detailed response instructions (Preparation and Filling) (Q41))	. 1-121
US Utility Patents of Foreign Origin by Type of Practice	
Filing foreign origin utility patent application in USPTO, received ready for filing with formal papers,	
assignment, and priority documents (Q41a)	. I-122
Filing non-PCT patent application abroad (per country, not including associate or government fees) (Q41b)	
Filing previously prepared US patent application as PCT application in US Receiving Office (Q41c)	
Entering National Stage in US Receiving Office from foreign origin PCT application (Q41d)	
Entering National Stage in each foreign Receiving Office from US origin PCT application (Q41e)	. I-123
Paying an annuity or maintenance fee (Q41f)	. I-123
Patent application amendment/argument of minimal complexity, where foreign counsel or the client	
provides detailed response instructions (Preparation and Filing) (Q41g)	. I-124
Patent application amendment/argument, relatively complex, biotechnology/chemical, where foreign	
counsel or the client provides detailed response instructions (Preparation and Filing) (Q41h)	I-124
Patent application amendment/argument, relatively complex, electrical computer, where foreign counsel	
or the client provides detailed response instructions (Preparation and Filing) (Q41i)	. I-124
Patent application amendment/argument, relatively complex, mechanical, where foreign counsel or the client provides detailed response instructions (Preparation and Filing) (Q41j)	1 1 2 1
the client provides detailed response instructions (Preparation and Filing) (Q41))	. 1-125
Filing US Applications Abroad	
Foreign country for providing charges in 2020 (Q42)	I-126
Totalgh country for providing undiges in 2020 (Q42)	. 1 120
Filing US Applications Abroad – Europe (EPO) by Location	
Filing US origin utility patent application in foreign office, received ready for filing with formal papers,	
assignment, and priority documents (Q42a)	. I-127
Entering National Stage in foreign Receiving Office from US origin PCT application (Q42b)	. I-127
Paying an annuity or maintenance fee (Q42c)	. I-127
Patent application amendment/argument of minimal complexity, where US counsel or the client	
provides foreign counsel with detailed response instructions (Preparation and Filing) (Q42d)	. I-128
Patent application amendment/argument, relatively complex, biotechnology/chemical, where US	
counsel or the client provides foreign counsel with detailed response instructions (Preparation and Filing) (Q42e).	. I-128
Patent application amendment/argument, relatively complex, electrical computer, where US counsel or the client	
provides foreign counsel with detailed response instructions (Preparation and Filing) (Q42f)	I-129
Patent application amendment/argument, relatively complex, mechanical, where US counsel or the client provides	1 120
foreign counsel with detailed response instructions (Preparation and Filing) (Q42g)	1-125
Filing US Applications Abroad – Europe (EPO) by Type of Practice	
Filing US origin utility patent application in foreign office, received ready for filing with formal papers,	
assignment, and priority documents (Q42a)	I-130
Entering National Stage in foreign Receiving Office from US origin PCT application (Q42b)	
Paying an annuity or maintenance fee (Q42c)	
Patent application amendment/argument of minimal complexity, where US counsel or the client	
provides foreign counsel with detailed response instructions (Preparation and Filing) (Q42d)	I-131
Patent application amendment/argument, relatively complex, biotechnology/chemical, where US	
counsel or the client provides foreign counsel with detailed response instructions (Preparation and Filing) (Q42e).	. I-131
Patent application amendment/argument, relatively complex, electrical computer, where US counsel or the client	
provides foreign counsel with detailed response instructions (Preparation and Filing) (Q42f)	. I-131
Patent application amendment/argument, relatively complex, mechanical, where US counsel or the client provides	
foreign counsel with detailed response instructions (Preparation and Filing) (Q42g)	
Surcharge to clients for handling invoices from foreign counsel (Q42H)	
Percentage charged to clients for handling invoices from foreign counsel (Q42H2)	I-133

Other US Patents and Copyrights by Location	
US design patent application (Preparation and Filing) (Q43a)	
Formal drawings for design patent application (Q43b)	
Preparing and filing international design patent application under the Hague agreement (Q43c)	
Responding to Office action in design patent application (Q43d)	
Copyright registration application (Preparation and Filing) (Q43f)	I-135
Other US Patents and Copyrights by Type of Practice	
US design patent application (Preparation and Filing) (Q43a)	
Formal drawings for design patent application (Q43b)	
Preparing and filing international design patent application under the Hague agreement (Q43c)	
Responding to Office action in design patent application (Q43d)	
US plant patent application (Preparation and Filing) (Q43e)	
Copyright registration application (Preparation and Filing) (Q43f)	1-13/
Transactional Work by Location	
Due Diligence (Q44a)	
Preparing licenses, including negotiations (Q44b)	I-138
Transactional Work by Type of Practice	
Due Diligence (Q44a)	
Preparing licenses, including negotiations (Q44b)	I-139
Type of Fee Primarily Used	
Trademarks (Q39a-I)	
US Utility Patents (Q40a-z)	
US Utility Patents of Foreign Origin (Q41a-j)	
Filing US Applications Abroad – Europe (EPO) (Q42a-g)	
Other US Patents and Copyrights (Q43a-f)	
Total Costs of Litigation	I-144
Litigation-Patent Infringement, All Varieties by Location	1.4.4.4
Less than \$1M at risk—Initial case management (Q45Aa)	
Less than \$1M at risk– inclusive of discovery, motions, and claim construction (Q45Ab) Less than \$1M at risk– inclusive of pre-trial, trial, post-trial, and appeal (when applicable) (Q45Ac)	
Less than \$1M at risk—Cost of mediation (Q45Ad)	
\$1-\$10M at risk—Initial case management (Q45Ae)	
\$1-\$10M at risk—Inclusive of discovery, motions, and claim construction (Q45Af)	
\$1-\$10M at risk— Inclusive of pre-trial, trial, post-trial, and appeal (when applicable) (Q45Ag)	
\$1-\$10M at risk— Cost of mediation (Q45Ah)	
\$10-\$25M at risk– Initial case management (Q45Ai)	I-146
\$10-\$25M at risk– Inclusive of discovery, motions, and claim construction (Q45Aj)	I-147
\$10-\$25M at risk- Inclusive of pre-trial, trial, post-trial, and appeal (when applicable) (Q45Ak)	I-147
\$10-\$25M at risk– Cost of mediation (Q45AI)	
Greater than \$25M at risk– Initial case management (Q45Am)	
Greater than \$25M at risk– Inclusive of discovery, motions, and claim construction (Q45An)	
Greater than \$25M at risk– Inclusive of pre-trial, trial, post-trial, and appeal (when applicable) (Q45Ao)	
Greater than \$25M at risk– Cost of mediation (Q45Ap)	I-149
Litigation-Patent Infringement, All Varieties by Type of Practice	
Less than \$1M at risk– Initial case management (Q45Aa)	
Less than \$1M at risk– Inclusive of discovery, motions, and claim construction (Q45Ab)	
Less than \$1M at risk– Inclusive of pre-trial, trial, post-trial, and appeal (when applicable) (Q45Ac)	
Less than \$1M at risk—Cost of mediation (Q45Ad)	
\$1-\$10M at risk – Initial case management (Q45Ae)	
\$1-\$10M at risk— Inclusive of discovery, motions, and claim construction (Q45Af)\$1-\$10M at risk— Inclusive of pre-trial, trial, post-trial, and appeal (when applicable) (Q45Ag)	
\$1-\$10M at risk—inclusive of pre-trial, trial, post-trial, and appeal (when applicable) (Q45Ag)\$1-\$10M at risk—Cost of mediation (Q45Ah)	
\$10-\$25M at risk— Initial case management (Q45Ai)	
\$10-\$25M at risk– Inclusive of discovery, motions, and claim construction (Q45Aj)	
\$10.\$25M at risk- Inclusive of pre-trial trial post-trial and appeal (when applicable) (0454k)	

\$10-\$25M at risk– Cost of mediation (Q45AI)	I-153
Greater than \$25M at risk– Initial case management (Q45Am)	
Greater than \$25M at risk- Inclusive of discovery, motions, and claim construction (Q45An)	I-154
Greater than \$25M at risk- Inclusive of pre-trial, trial, post-trial, and appeal (when applicable) (Q45Ao)	I-154
Greater than \$25M at risk– Cost of mediation (Q45Ap)	I-155
Litigation-Patent Infringement, Hatch-Waxman Act by Type of Practice	
Less than \$1M at risk- Initial case management (Q45Ba)	
Less than \$1M at risk- Inclusive of discovery, motions, and claim construction (Q45Bb)	I-156
Less than \$1M at risk- Inclusive of pre-trial, trial, post-trial, and appeal (when applicable) (Q45Bc)	I-156
Less than \$1M at risk- Cost of mediation (Q45Bd)	I-157
\$1-\$10M at risk– Initial case management (Q45Be)	
\$1-\$10M at risk- Inclusive of discovery, motions, and claim construction (Q45Bf)	I-157
\$1-\$10M at risk- Inclusive of pre-trial, trial, post-trial, and appeal (when applicable) (Q45Bg)	I-158
\$1-\$10M at risk– Cost of mediation (Q45Bh)	
\$10-\$25M at risk– Initial case management (Q45Bi)	
\$10-\$25M at risk– Inclusive of discovery, motions, and claim construction (Q45Bj)	
\$10-\$25M at risk– Inclusive of pre-trial, trial, post-trial, and appeal (when applicable) (Q45Bk)	
\$10-\$25M at risk– Cost of mediation (Q45BI)	
Greater than \$25M at risk– Initial case management (Q45Bm)	
Greater than \$25M at risk– Inclusive of discovery, motions, and claim construction (Q45Bn)	
Greater than \$25M at risk—Inclusive of pre-trial, trial, post-trial, and appeal (when applicable) (Q45Bo)	
Greater than \$25M at risk– Cost of mediation (Q45Bp)	I-161
Litigation-Defending Claims of Patent Infringement by Non-Practicing Entity by Location	
Less than \$1M at risk– Initial case management (Q45Ca)	I-162
Less than \$1M at risk- Inclusive of discovery, motions, and claim construction (Q45Cb)	I-162
Less than \$1M at risk-Inclusive of pre-trial, trial, post-trial, and appeal (when applicable) (Q45Cc)	I-162
Less than \$1M at risk– Cost of mediation (Q45Cd)	I-163
\$1-\$10M at risk– Initial case management (Q45Ce)	
\$1-\$10M at risk– Inclusive of discovery, motions, and claim construction (Q45Cf)	
\$1-\$10M at risk- Inclusive of pre-trial, trial, post-trial, and appeal (when applicable) (Q45Cg)	
\$1-\$10M at risk— Cost of mediation (Q45Ch)	
\$10-\$25M at risk— Initial case management (Q45Ci)	
\$10-\$25M at risk– Inclusive of discovery, motions, and claim construction (Q45Cj)	
\$10-\$25M at risk– Inclusive of pre-trial, trial, post-trial, and appeal (when applicable) (Q45Ck)	
\$10-\$25M at risk— Cost of mediation (Q45Cl)	
Greater than \$25M at risk– Initial case management (Q45Cm)	
Greater than \$25M at risk– Inclusive of discovery, motions, and claim construction (Q45Cn)	
Greater than \$25M at risk—Inclusive of pre-trial, trial, post-trial, and appeal (when applicable) (Q45Co)	
Greater than \$25M at risk– Cost of mediation (Q45Cp)	1-10/
Litigation-Defending Claims of Patent Infringement by Non-Practicing Entity by Type of Practice	
Less than \$1M at risk- Initial case management (Q45Ca)	
Less than \$1M at risk- Inclusive of discovery, motions, and claim construction (Q45Cb)	
Less than \$1M at risk-Inclusive of pre-trial, trial, post-trial, and appeal (when applicable) (Q45Cc)	I-168
Less than \$1M at risk- Cost of mediation (Q45Cd)	
\$1-\$10M at risk– Initial case management (Q45Ce)	
\$1-\$10M at risk– Inclusive of discovery, motions, and claim construction (Q45Cf)	
\$1-\$10M at risk- Inclusive of pre-trial, trial, post-trial, and appeal (when applicable) (Q45Cg)	
\$1-\$10M at risk— Cost of mediation (Q45Ch)	
\$10-\$25M at risk– Initial case management (Q45Ci)	
\$10-\$25M at risk— Inclusive of discovery, motions, and claim construction (Q45Cj)	
\$10-\$25M at risk– Inclusive of pre-trial, trial, post-trial, and appeal (when applicable) (Q45Ck)	
\$10-\$25M at risk– Cost of mediation (Q45Cl)	
Greater than \$25M at risk— Initial case management (Q45Cm)	
Greater than \$25M at risk– Inclusive of discovery, motions, and claim construction (Q45Cn)	
Greater than \$25M at risk- Inclusive of pre-trial, trial, post-trial, and appeal (when applicable) (Q45Co)	
Greater than \$25M at risk— Cost of mediation (Q45Cp)	I-173
Litigation-Section 337 Patent Infringement by Type of Practice	
Less than \$1M at risk—Initial case management (Q45Da)	I-17/
ESSENTIAL PERIOD TRIVIAL PARE TRANSPORTED IN THE PROPERTY OF T	± / =

Less than \$1M at risk– Inclusive of discovery, motions, and claim construction (Q45Db)	I-174
Less than \$1M at risk- Inclusive of pre-trial, trial, post-trial, and appeal (when applicable) (Q45Dc)	I-174
Less than \$1M at risk– Cost of mediation (Q45Dd)	I-175
\$1-\$10M at risk- Initial case management (Q45De)	
\$1-\$10M at risk— Inclusive of discovery, motions, and claim construction (Q45Df)	
\$1-\$10M at risk— Inclusive of pre-trial, trial, post-trial, and appeal (when applicable) (Q45Dg)	
\$1-\$10M at risk— Cost of mediation (Q45Dh)	
\$10-\$25M at risk– Initial case management (Q45Di)	
\$10-\$25M at risk— Inclusive of discovery, motions, and claim construction (Q45Dj)	
\$10-\$25M at risk– Inclusive of pre-trial, trial, post-trial, and appeal (when applicable) (Q45Dk)	
\$10-\$25M at risk– Cost of mediation (Q45DI)	
Greater than \$25M at risk– Initial case management (Q45Dm)	
Greater than \$25M at risk– Inclusive of discovery, motions, and claim construction (Q45Dn)	
Greater than \$25M at risk– Inclusive of pre-trial, trial, post-trial, and appeal (when applicable) (Q45Do)	
Patent Infringement	
Correlation between the amount at risk and the overall attorney hours required to litigate (Q45E)	I-180
Total cost of asserting compared to total cost of defending (Q45F)	
Cost of asserting as percent of cost of defending (Q45Fx)	
Post-Grant Proceedings: PGR/IPR – Life Sciences by Type of Practice Through filling position (O46.6)	1.102
Through filing petition (Q46Ai)	
Through PTAB hearing (Q46Aiii)	
Through appeal (Q46Aiv)	
Post-Grant Proceedings: PGR/IPR – Electrical/Computer by Location	
Through filing petition (Q46Ai)	I_1 Q /I
Through end of motion practice (Q46Aii)	
Through PTAB hearing (Q46Aiii)	
Through appeal (Q46Aiv)	
Post-Grant Proceedings: PGR/IPR – Electrical/Computer by Type of Practice	
Through filing petition (Q46Ai)	I-186
Through end of motion practice (Q46Aii)	I-186
Through PTAB hearing (Q46Aiii)	I-186
Through appeal (Q46Aiv)	I-187
Post-Grant Proceedings: PGR/IPR – Mechanical by Location	
Through filing petition (Q46Ai)	
Through end of motion practice (Q46Aii)	I-188
Through PTAB hearing (Q46Aiii)	
Through appeal (Q46Aiv)	I-189
Post-Grant Proceedings: PGR/IPR – Mechanical by Type of Practice	
Through filing petition (Q46Ai)	
Through end of motion practice (Q46Aii)	
Through PTAB hearing (Q46Aiii)	
Through appeal (Q46Aiv)	I-191
Post-Grant Proceedings	
Total cost of filing a petition compared to total cost of defending (Q46B)	
Cost of filing as percent of cost of defending (Q46Bx)	I-192
Litigation-Trademark Infringement by Location	
Less than \$1M at risk– Initial case management (Q47Aa)	
Less than \$1M at risk– Inclusive of discovery, motions, and claim construction (Q47Ab)	
Less than \$1M at risk– Inclusive of pre-trial, trial, post-trial, and appeal (when applicable) (Q47Ac)	
Less than \$1M at risk—Cost of mediation (Q47Ad)	
\$1-\$10M at risk—Inclusive of discovery, motions, and claim construction (Q47Af)	I-194 I-194
21-21-DIVI ALTUSK - INCUSIVE OF DISCOVERY, INOTIONS, AND CIAIM CONSTRUCTION ICLA / ATT	1_1 4/1

\$1-\$10M at risk— Inclusive of pre-trial, trial, post-trial, and appeal (when applicable) (Q47Ag)	I-195
\$1-\$10M at risk– Cost of mediation (Q47Ah)	
\$10-\$25M at risk– Initial case management (Q47Ai)	
\$10-\$25M at risk– Inclusive of discovery, motions, and claim construction (Q47Aj)	
\$10-\$25M at risk– Inclusive of pre-trial, trial, post-trial, and appeal (when applicable) (Q47Ak)	
\$10-\$25M at risk— Cost of mediation (Q47AI)	
Greater than \$25M at risk– Initial case management (Q47Am)	
Greater than \$25M at risk—Inclusive of discovery, motions, and claim construction (Q47An)	
Greater than \$25M at risk– Inclusive of pre-trial, trial, post-trial, and appeal (when applicable) (Q47Ao)	I-19/
Litigation-Trademark Infringement by Type of Practice	1.400
Less than \$1M at risk—Initial case management (Q47Aa)	
Less than \$1M at risk—Inclusive of discovery, motions, and claim construction (Q47Ab)	
Less than \$1M at risk—Inclusive of pre-trial, trial, post-trial, and appeal (when applicable) (Q47Ac) Less than \$1M at risk—Cost of mediation (Q47Ad)	
\$1-\$10M at risk—Initial case management (Q47Ae)	
\$1-\$10M at risk—Inclusive of discovery, motions, and claim construction (Q47Af)	
\$1-\$10M at risk—Inclusive of pre-trial, trial, post-trial, and appeal (when applicable) (Q47Ag)	
\$1-\$10M at risk—Cost of mediation (Q47Ah)	
\$10-\$25M at risk– Initial case management (Q47Ai)	
\$10-\$25M at risk– Inclusive of discovery, motions, and claim construction (Q47Aj)	
\$10-\$25M at risk– Inclusive of pre-trial, trial, post-trial, and appeal (when applicable) (Q47Ak)	
\$10-\$25M at risk— Cost of mediation (Q47AI)	
Greater than \$25M at risk– Initial case management (Q47Am)	
Greater than \$25M at risk- Inclusive of discovery, motions, and claim construction (Q47An)	I-202
Greater than \$25M at risk- Inclusive of pre-trial, trial, post-trial, and appeal (when applicable) (Q47Ao)	I-202
Greater than \$25M at risk– Cost of mediation (Q47Ap)	I-203
Trademark Infringement	
Correlation between the amount at risk and the overall attorney hours required to litigate (Q47B)	I-204
Total cost of asserting compared to total cost of defending (Q47C)	I-204
Cost of asserting as percent of cost of defending (Q47Cx)	I-205
Litigation-Trademark Opposition/Cancellation by Location	
Through filing petition (Q48i)	1-206
End of Discovery (Q48ii)	
Inclusive, all costs (Q48iii)	
Litigation-Trademark Opposition/Cancellation by Type of Practice	
Through filing petition (Q48i)	I-207
End of Discovery (Q48ii)	
Inclusive, all costs (Q48iii)	
Less than \$1M at risk—Initial case management (Q49Aa)	1 200
Less than \$1M at risk—Initial case management (Q49Aa)	
Less than \$1M at risk—Inclusive of pre-trial, trial, post-trial, and appeal (when applicable) (Q49Ac)	
Less than \$1M at risk—Cost of mediation (Q49Ad)	
Litigation-Copyright Infringement by Type of Practice	
Less than \$1M at risk—Initial case management (Q49Aa)	I-210
Less than \$1M at risk—Inclusive of discovery, motions, and claim construction (Q49Ab)	
Less than \$1M at risk—Inclusive of pre-trial, trial, post-trial, and appeal (when applicable) (Q49Ac)	
Less than \$1M at risk— Cost of mediation (Q49Ad)	
\$1-\$10M at risk— Initial case management (Q49Ae)	
\$1-\$10M at risk— Inclusive of discovery, motions, and claim construction (Q49Af)	
\$1-\$10M at risk— Inclusive of pre-trial, trial, post-trial, and appeal (when applicable) (Q49Ag)	
\$1-\$10M at risk— Cost of mediation (Q49Ah)	
\$10-\$25M at risk– Initial case management (Q49Ai)	I-212
\$10-\$25M at risk– Inclusive of discovery, motions, and claim construction (Q49Aj)	
\$10-\$25M at risk- Inclusive of pre-trial, trial, post-trial, and appeal (when applicable) (Q49Ak)	
\$10-\$25M at risk- Cost of mediation (Q49AI)	I-213

Greater than \$25M at risk- Initial case management (Q49Am)	
Greater than \$25M at risk– Inclusive of discovery, motions, and claim construction (Q49An)	I-214
Greater than \$25M at risk– Inclusive of pre-trial, trial, post-trial, and appeal (when applicable) (Q49Ao)	I-214
Greater than \$25M at risk– Cost of mediation (Q49Ap)	I-215
Copyright Infringement	
Correlation between the amount at risk and the overall attorney hours required to litigate (Q49B)	I-216
Total cost of asserting compared to total cost of defending (Q49C)	
Cost of asserting as percent of cost of defending (Q49Cx)	
cost of asserting as percent of cost of determing (q 150x)	
Litigation-Trade Secret Misappropriation by Location	
Less than \$1M at risk– Initial case management (Q50Aa)	
Less than \$1M at risk– Inclusive of discovery, motions, and claim construction (Q50Ab)	
Less than \$1M at risk– Inclusive of pre-trial, trial, post-trial, and appeal (when applicable) (Q50Ac)	
Less than \$1M at risk- Cost of mediation (Q50Ad)	
\$1-\$10M at risk— Initial case management (Q50Ae)	
\$1-\$10M at risk— Inclusive of discovery, motions, and claim construction (Q50Af)	
\$1-\$10M at risk– Inclusive of pre-trial, trial, post-trial, and appeal (when applicable) (Q50Ag)	
\$10-\$25M at risk– Inclusive of pre-trial, trial, post-trial, and appeal (when applicable) (Q50Ak)	1-220
Litigation-Trade Secret Misappropriation by Type of Practice	
Less than \$1M at risk– Initial case management (Q50Aa)	
Less than \$1M at risk—Inclusive of discovery, motions, and claim construction (Q50Ab)	
Less than \$1M at risk—Inclusive of pre-trial, trial, post-trial, and appeal (when applicable) (Q50Ac)	
Less than \$1M at risk— Cost of mediation (Q50Ad)	
\$1-\$10M at risk— Initial case management (Q50Ae)	
\$1-\$10M at risk— Inclusive of discovery, motions, and claim construction (Q50Af)	
\$1-\$10M at risk—Inclusive of pre-trial, trial, post-trial, and appeal (when applicable) (Q50Ag)	
\$1-\$10M at risk— Cost of mediation (Q50Ah)	
\$10-\$25M at risk— Initial case management (Q50Ai)	
\$10-\$25M at risk— Inclusive of discovery, motions, and claim construction (Q50Aj)	
\$10-\$25M at risk—Inclusive of pre-trial, trial, post-trial, and appeal (when applicable) (Q50Ak)	
\$10-\$25M at risk— Cost of mediation (Q50Al)	
Greater than \$25M at risk– Initial case management (Q50Am)	
Greater than \$25M at risk– Inclusive of discovery, motions, and claim construction (Q50An)	
Greater than \$25M at risk– Inclusive of pre-trial, trial, post-trial, and appeal (when applicable) (Q50Ao)	
Greater than \$2500 at risk—cost of mediation (Q30Ap)	1-220
Trade Secret Misappropriation	
Correlation between the amount at risk and the overall attorney hours required to litigate (Q50B)	
Total cost of asserting compared to total cost of defending (Q50C)	
Cost of asserting as percent of cost of defending (Q50Cx)	I-228
Mediation/Arbitration	
Total cost of resolving dispute through arbitration compared to resolving dispute through litigation (Q51)	
Cost of arbitration as percent of cost of litigation (Q51x)	
Frequency mediation/arbitration initiated in 2020 (Q52)	I-230
FIRM DATA	
Background	F-1
Position of the person responding on behalf of the firm (Q1)	F-2
Number of office locations in 2020 by size of firm (Q3)	F-2
Firm has plan to close any major office locations in 2021 or 2022 (Q4)	F-3
Changes to amount of office space leased or owned due to COVID related changes in workplace (Q5)	F-4
Percentage of employees working remotely (Q6a-c)	
Number of attorneys in the firm in 2020 by size of firm (Q8)	
Number of attorneys whose practice is primarily IP in the firm in 2020 by size of firm (Q9)	
Number of agents and assistants involved primarily in the IP practice of the firm in 2020 by size of firm (Q9)	F-8
Services that were outsourced in 2020 (Q10)	
Number of professionals whose practice is primarily IP law who joined the firm in 2020 by size of firm (Q11)	
Percentage of attorneys hired through a recruiter (head hunter) by size of firm (Q12)	
Average fee paid to recruiter as a % of salary by size of firm (Q13)	F-10

Number of professionals whose practice is primarily IP law who left the firm (including retired) in 2020 by size of firm (Q1	.4)F-11
Number of attorneys and agents, by gender and size of firm, whose practice is primarily IP law in the firm in 2020 (Q15)	F-12
Number of attorneys and agents, by ethnicity and size of firm, whose practice is primarily IP law in the firm in 2020 (Q16)	F-13
Distribution of non-billable support staff devoted primarily to the support of the IP practice by size of firm in 2020 (Q17).	F-14
Number of non-billable support staff devoted primarily to the support of the IP practice by size of firm in 2020 (Q17)	F-14
Number of non-billable support staff per IP attorney by size of firm (Q17)	F-14
COVID-19 pandemic impact on firm's 2020 summer associates' program (Q18)	F-15
Number of summer associates devoted primarily to IP law by size of firm in 2019 (Q19A-C)	F-16
Number of summer associates devoted primarily to IP law by size of firm in 2020 (Q19A-C)	F-16
Monthly pay for summer associates by size of firm (Q20)	F-17
Number of summer associates expected (Q21)	F-17
Percent of firm's billings in IP law by size of firm (Q22-Q23)	F-17
Allocation of firm's IP billings by size of firm and by type of work (Q24)	F-18
Allocation of firm's IP billings, by size of firm and by type of work, where IP law is 75% or more of practice (Q24)	F-19
Allocation of firm's IP billings, by size of firm and by type of work, where IP law is less than 75% of practice (Q24)	
Total 2020 billings for professional legal services (Q25)	F-21
Total 2020 billings per attorney (Q25)	F-22
Firm collections, billings, overhead, percent change in billings, and percent change in revenue (Q26-Q29)	F-23
Minimum and maximum 2020 attorney billing rates for non-IP work (Q30a-Q30b)	F-24
Average billing rate for non-IP work (Q30c)	F-25
Minimum and maximum 2020 attorney billing rates for IP work (Q31a-Q31b)	F-26
Average billing rate for IP work (Q31c)	F-27
Current starting salary for a first-year associate (Q32)	F-28
Average salary for a patent agent (Q33)	F-29
Tuition reimbursement and loan forgiveness for patent agents or assistants attending law school (Q34)	F-30
Liability insurance coverage and deductible in 2020 by size of firm (Q35-Q36)	F-31
Liability insurance cost per attorney in 2020 (Q37)	F-32
Number of liability claims for IP matters made in the last five years (Q38)	F-32
Number of liability claims for IP matters made per attorney in the last five years (Q38)	F-33
Number of liability claims for IP matters made per IP professional in the last five years (Q38)(Q38)	F-33
Number of liability claims for IP matters made per IP attorney in the last five years (Q38)	F-33
Professional liability insurance underwriters used by firms (Q39)	F-34
Liability insurance cost per attorney in 2020 by insurance underwriter (Q39)	F-36
Amount spent on outside providers of attorney training and external attorney training programs	
as a percentage of gross revenue in 2020 (Q40)	F-36
Firm provides formal training to attorneys (Q41)	F-37
Firm has marketing department or dedicated marketing personnel on staff (Q42)	F-38
Marketing budget as a percentage of gross revenue in 2020 (Q43)	F-39
Allocation of firm's annual marketing budget by size of firm (Q44)	F-39
Associates get "billable hour" credit toward their billing requirement for time spent marketing and participating	
in bar associations or professional organizations (Q45)	F-40

INTRODUCTION

The AIPLA Economic Survey, developed and directed by the Law Practice Management Committee of the American Intellectual Property Law Association (AIPLA), reports the annual incomes and related professional and demographic characteristics of intellectual property (IP) law attorneys and associated patent agents. Conducted every other year by AIPLA, this survey also examines the economic aspects of intellectual property law practice, including individual billing rates and typical charges for representative IP law services. All U.S. AIPLA members, with the exception of student members were invited to participate.

The Law Practice Management Committee took an active role in reviewing the Economic Survey with a goal of improving the usefulness and value of the data that are collected and analyzed.

DATA COLLECTION

An e-mail invitation to participate in the 2021 AIPLA Economic Survey was sent to 7,220 AIPLA members; accounting for bounces and requests to be removed from the database, the actual sample surveyed was 6,833. The e-mail included an individualized direct link to the Web-based questionnaire along with an attached letter requesting additional participation in the Firm portion of the Economic Survey. The initial e-mail was followed up by several e-mail reminders. Additionally, AIPLA sent out promotional emails with survey links as well. Similar to past years, additional efforts were made to collect the Firm Survey data. Contact information was collected directly from the Individual Survey respondents that was then used for distributing Firm Survey links directly to the appropriate people identified at each firm by the Individual Survey respondents.

A total of 740 individuals responded by completing some or all of the Individual questionnaire, yielding a 10.8% response rate, nearly the same rate as in 2019. Additional efforts to gather data for the Firm portion of the survey garnered 165 responses – slightly higher than the 160 received in 2019.

All data submitted by respondents were reviewed and evaluated for reasonableness and consistency; data anomalies and outliers were analyzed and corrected or deleted.

In many cases, respondents did not answer every question, so the total counts for each table may vary.

CHANGES TO THE SURVEY

A number of enhancements were made to the **Individual Survey** instrument this year, including the addition of a few questions regarding the COVID-19 pandemic.

In Part I, questions about COVID-19 were added, expanding the questions about remote working. Additionally, respondents were given the option of *Prefer not to respond* for the gender and ethnicity questions. Lastly, two questions regarding familiarity with the Global Dossier were removed this year.

Part III (Private Practitioners) added two new questions about COVID-19 and billing rate changes and removed questions added in 2019 that requested data that is already collected on the Firm Survey.

The category of *Filing US Applications Abroad* that was added in 2019 in Part IV was revised so that respondents no longer were asked to indicate the top 3 countries for US applications entering foreign national phase or for US applications directly filed with foreign office. They were still asked, however, to choose <u>one</u> foreign country and answer all questions in that section based on that <u>one</u> foreign country. Another question was added in this section for respondents to indicate if there is a surcharge to clients for handling invoices from foreign counsel.

The reference to Covered Business Method (CBM) Review was removed when respondents were asked to estimate the total cost of filing or defending a petition for a post-grant proceeding. It was replaced with the category of PGR/IPR – Life Sciences. The other two categories (PGR/IPR – Electrical/Computer and PGR/IPR – Mechanical) remained the same.

Litigation – Trademark Opposition/Cancellation was updated from two categories (End of Discovery and Inclusive, all costs) to three categories (Through filing petition, Through end of discovery, and Inclusive, all costs).

The **2021 Firm Survey** instrument added new questions related to the COVID-19 pandemic. More specifically, there were questions about closing or reducing office space and remote working before, during, and after the pandemic. COVID-19 related questions associated with the summer associates' programs were also added. A new question about outsourcing services was included to replace two previous questions about outsourcing international filing and annuity payments. A new question requesting the percent change in the firm's revenue for IP legal services from 2019 to 2020 was also added. At the same time a number of questions were removed this year, including numerous detailed questions regarding support staff (billable and non-billable). Docketing and accounting system questions were removed as well as the section collecting the same charges data that is collected on the Individual Survey.

DESCRIPTION OF STATISTICS AND FORMATTING CONVENTIONS

A minimum of three responses is required to show composite values. **The term "ISD" is used to show insufficient data.** Similar to the past few reports, table rows with one or two respondents have been omitted to protect the anonymity of respondents, and tables with no valid rows have likewise been omitted. In general, tables with less than 20 respondents overall were not shown in order to maintain statistical reliability of the data; however, exceptions were made, and some tables were included despite having fewer than 20 respondents overall. Location tables that display data for typical charges and litigation related matters were deleted when there were less than 20 respondents. The corresponding charges and litigation tables with data displayed by number of attorneys were kept. Additionally, for applicable tables, the 10th and 90th percentiles could only be shown if there were 10 or more respondents.

Quartiles: Quartiles are used to show distributions of real numbers. Responses are described by three quartiles: the first quartile, the median, and the third quartile. Quartiles identify interpolated locations on a distribution of values and do not necessarily represent actual reported values. Another label for quartiles is percentiles; the first quartile is the same as the 25th percentile, the median is the 50th percentile, and the third quartile is the 75th percentile. For example, when all reported values are listed from highest to lowest, the third quartile identifies the point on the list that is equal to or greater than 75 percent (three-quarters) of the reported values and the first quartile identifies the point on the list that is equal to or less than 25 percent (one-quarter).

10th Percentile: Also used to show distributions of real numbers, ninety percent of respondents reported this amount or more.

90th Percentile: Ten percent reported this amount or more. If there are fewer than 10 values, the 90th percentile cannot be calculated.

Median (midpoint): The median identifies the point in the distribution of reported values that is equal to or larger than one-half of reported values and equal to or smaller than one-half—that is, the mid-point. A median is shown when three or more values were reported by respondents. The first and third quartiles are shown when four or more values were reported by respondents. Quartiles and medians based on values reported by survey respondents are estimates of the quartiles and medians that could be determined if the

characteristics of the entire population represented by survey respondents were known. In general, the more values that are reported, the more accurately quartiles estimate the distribution of values among all AIPLA members.

Mean (average): The mean is shown when three or more values were reported by respondents. It is equal to the sum of all values divided by the number of values.

It should be noted that if the mean exceeds the median, it is because high values affect the calculations. It is also possible, especially with a small number of values, for the mean to exceed the third quartile.

Percentages in some tables and graphs may not sum exactly due to rounding.

Other definitions useful in understanding tabular information presented in this report are:

Income: Defined as "total gross income in calendar year 2020 from your primary practice...including any partnership income, cash bonus, share of profits, and similar income you received, and any deferred compensation in which you vested in 2020."

Typical Charges: Respondents were instructed to respond "only if you have been personally responsible for a representative sample of the type of work to which the question pertains, either as a service provider (i.e., an attorney in private practice) or as a purchaser of such services (i.e., corporate counsel)." When reporting, respondents were directed to assume "a typical case with no unusual complications," and were asked "what did you charge (or would have charged, e.g., based on a fixed fee rate schedule) or what were you charged (or would have expected to be charged, e.g., based on a fixed fee rate schedule), in 2020, for legal services only (including search fees, but not including copy costs, drawing fees or government fees) in each of the following types of US matters?" Respondents were also asked to indicate the type of fee primarily used in 2020 (i.e., fixed fee, hourly, other).

Estimated Litigation Costs: Respondents were instructed to respond to these questions "only if you have personal knowledge either as a service provider (attorney in private practice) or as a purchaser of such services (corporate counsel) of the costs incurred within the relatively recent past, for the type of work to which the question pertains. In each of the questions, 'total cost' is all costs, including outside legal and paralegal services, local counsel, associates, paralegals, travel and living expenses, fees and costs for court reporters, photocopies, courier services, exhibit preparation, analytical testing, expert witnesses, translators, surveys, jury advisors, and similar expenses." Respondents were further instructed to estimate these based on a single IP asset, such as one patent at issue or one trademark, etc.

Location: The metropolitan areas of Boston, New York City, Philadelphia, Washington (DC-MD-VA), Chicago, and Minneapolis–St. Paul include all localities—central city and surrounding areas—within the primary metropolitan statistical area. Texas is the one state reported separately. There were sufficient responses to breakout Los Angeles and San Francisco separately; California firms outside of those metro areas were included in "Other West." Other categories exclude those named metropolitan areas.

RESPONDENT BACKGROUND

- A total of 740 useable Individual Surveys were submitted this year.
- Solo practitioners made up 12.4% of the 2021 respondents, 38.5% were private firm, equity partners, and another 13.0% were private firm, partner-track attorneys. These numbers are all comparable to the 2019 respondent pool.
- Corporate IP and legal department, heads and attorneys represented 16.5% of the 2021 respondents.

RESPONDENTS BY TYPE OF PRACTICE						
PRIMARY PRACTICE	PERCENT	Count				
Private Firm						
Solo Practitioner	12.4%	92				
Private Firm, Equity Partner	38.5%	285				
Private Firm, Partner-Track Attorney	13.0%	96				
Private Firm, Non-Partner Track Attorney	2.7%	20				
Private Firm, Agent	3.2%	24				
Private Firm, Of Counsel	4.1%	30				
Total Private Firm	73.9%	547				
Corporate						
Corporate IP, Head	7.8%	58				
Corporate IP, Attorney	6.6%	49				
Corporate IP, Agent	1.5%	11				
Corporate Legal, Head	0.9%	7				
Corporate Legal, Attorney	1.2%	9				
Corporate Legal, Agent	0.7%	5				
Total Corporate	18.7%	139				
Government						
PTO Examiner	1.4%	10				
PTO Admin/Management	0.8%	6				
Government IP, not PTO	1.2%	9				
Total Government	3.4%	25				
Other	3.9%	29				
Total Other	3.9%	29				
Total	100.0%	740				

Average hourly billing rate in 2020 (Q33)

Private Firm, Equity Partner

		Average hourly billing rate in 2020								
		Number of	Mean	10th Percentile	First Quartile	Median	Third Quartile	90th Percentil		
All Individuals		Individuals	(Average)	10%	25%	(Midpoint)	75%	90%		
All Individuals	7-9	253	\$558	\$344	\$400	\$500	\$650	\$88		
Years of IP Law Attorney Experience	10-14	7	\$372	ISD	\$290	\$375	\$401	IS		
	15-24	31	\$545	\$341	\$395	\$480	\$625	\$88		
	25-34	89	\$532	\$340	\$398	\$495	\$614	\$75		
	35 or More	82	\$577	\$377	\$424	\$530	\$680	\$89		
	Boston CMSA	36	\$648	\$340	\$450	\$593	\$855	\$1,10		
Location	NYC CMSA	6	\$637	ISD	\$464	\$600	\$831	61.1		
	Philadelphia CMSA	19	\$712 \$726	\$400 ISD	\$500 \$528	\$600 \$700	\$980 \$861	\$1,1		
	Washington, DC CMSA			127 - 127		2.7	-			
	Other East	31 12	\$633	\$400	\$460	\$525	\$847	\$9		
	Metro Southeast		\$523	\$315	\$385	\$488	\$528	\$1,0		
	Other Southeast	15	\$564	\$358	\$375	\$500	\$590	\$1,0		
		5	\$453	ISD	\$368	\$410	\$559	13		
	Chicago CMSA	10	\$586	\$329	\$469	\$640	\$700	\$7		
	Minne,-St. Paul PMSA Other Central	19	\$530	\$295	\$360	\$500	\$675	\$8		
	22174792929393	56	\$453	\$300	\$368	\$415	\$544	\$6		
	Texas	23	\$549	\$339	\$415	\$498	\$700	\$9		
	Los Angeles CMSA	14	\$657	\$372	\$443	\$613	\$780	\$1,2		
	San Francisco CMSA	5	\$665	ISD	\$463	\$595	\$903	(3		
	Other West	32	\$513	\$308	\$356	\$470	\$613	\$7		
	Biotechnology	10	\$569	\$400	\$402	\$473	\$700	\$1,0		
E.A. 1971.19	Chemical Computer Software	7	\$430	ISD	\$350	\$450	\$500	64.0		
IP Technical	Electrical	27	\$546	\$320	\$375	\$450	\$560	\$1,0		
Specialization >=50%)	Mechanical	21	\$603	\$302	\$398	\$498	\$838	\$1,0		
(* 55%)	Medical/ Health Care	51	\$492	\$342	\$380	\$460	\$560	\$7		
	Other areas	15	\$541	\$298	\$400	\$600	\$685	\$7		
	Younger than 35	4	\$481	ISD	\$406	\$463	\$575	1		
	35-39	13	\$364 \$498	12777	\$305 \$385	\$376 \$425	\$412	\$9		
	40-44	-	- 1	\$366		3.7	\$553	70.0		
	45-49	32	\$513	\$297	\$375	\$450	\$634	\$8		
Age	50-54	29	\$616	\$350	\$400	\$520	\$750	\$1,1		
	55-59	48	\$517	\$349	\$400	\$475	\$594	\$7		
	60 or Older	57	\$546	\$350	\$400	\$500	\$617	\$8		
Gender	Male	64	\$614	\$308	\$429	\$528	\$748	\$1,1		
	Female	208	\$563	\$350	\$400	\$500 \$450	\$650 \$583	\$9 \$7		
	Prefer not to respond		\$510	\$340	\$381	\$475				
Highest Non-Law Degree	Bachelor's Degree	187	\$500 \$563	\$350	\$375 \$401	\$500	\$638 \$650	\$8		
	Master's Degree	44	\$571	\$300	\$400	\$525	\$700	\$9		
	Doctorate Degree	21	\$489	\$261	\$360	\$460	\$613	\$7		
Ethnicity	White/Caucasian	200	\$548	\$350	\$400	\$500	\$642	\$8		
	Black/African American	3	\$463	ISD	ISD	\$400	ISD	, Jo		
	Hispanic/Latino	4	\$570	ISD	\$424	\$558	\$729	1		
	Asian/Pacific Islander	14	\$578	\$340	\$400	\$625	\$716	\$7		
	Blended	4	\$681	ISD	\$469	\$600	\$975	1:		
	Prefer not to respond	19	\$612	\$300	\$400	\$510	\$750	\$1,2		
	Other	3	\$412	ISD	ISD	\$350	ISD	γ1,2 [
Full-time Intellectual Property lawyers and agents in the firm or corporation	1-2	24	\$406	\$284	\$353	\$400	\$500	\$5.		
	3-5	29	\$400	\$340	\$333	\$400	\$483	\$6		
	6-10	29	\$486	\$340	\$400	\$463	2-6			
	11-25						\$569	\$7		
	26-50	57	\$508	\$340	\$380	\$435	\$598	\$7.		
	51-100	33	\$585	\$329	\$435	\$525	\$685	\$1,0		
	101-150	47	\$686	\$415	\$520	\$600	\$850	\$1,10		
	101-130	17	\$606	\$347	\$498	\$600	\$693	\$8		